

WASHINGTON STATE DEPARTMENT OF TRANSPORTATION

Retirement Estimates as of July 2005

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**Washington State
Department of Transportation**

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Retirement Estimates as of July 2005

▪ Total Number of Employees	5870
▪ Number of Employees 50 & Over	2331
▪ % of Employees 50 & Over	40%
▪ Total Number of Employees Eligible to Retire within 1-10 Years	2783
▪ % of Total Workforce Eligible to Retire Within 1-10 Years	47%
▪ % Senior Management Team Eligible to Retire Within 1-10 Years	71%
▪ Managers/ Supervisors Eligible to Retire Within 1-10 Years	64%



**Washington State
Department of Transportation**

Scenario: Employees eligible to retire

SENIOR MANAGEMENT TEAM (EMS 3, 4,& 5/WMS-4) 99

- Number of Senior Management that can retire within 5 years 35
- % of Senior Management that can retire within 5 years 35%
- Number of Senior Management that can retire within 10 years 71
- % of Senior Management that can retire within 10 years 71%

MANAGERS (WMS-1, 2 ,& 3) 597

- Number of Managers that can retire within 5 years 231
- % of Managers that can retire within 5 years 38%
- Number of Manager that can retire within 10 years 381
- % of Managers that can retire within 10 years 64%

UNKNOWN: Employees with previous employers in the same retirement system, thus eligible for retirement sooner based on number of years of service.

**Do you see the Value in
Succession Planning?**

YES!